



An Employment Wellness Check for Medical Practices, *Healthcare Business Today* by Keith Gutstein

Keith Gutstein, Esq., Co-managing Partner in the Long Island office of Kaufman Dolowich & Voluch, LLP, wrote an article on employment practices in the healthcare environment that was published in Healthcare Business Today on September 8, 2016.

The popularity of employment-related claims asserted against employers nationwide does not appear to be slowing. This certainly applies to medical practices as well. While the physicians who own medical practices remain primarily focused on providing quality healthcare and navigating the always complicated area of insurance reimbursement, one significant area that typically receives less attention from the medical practice owner or administrator is compliance with applicable labor and employment laws. The decision by the medical practice to ignore such issues and to not take the needed steps to comply with relevant laws and regulations typically spells problems for the office. As addressed below, ignoring this topic can spell trouble for any medical practice.

A word of caution before you read further. It is usually at this point where the owner or chief administrator of a medical practice proclaims with certainty that they have no employment concerns because they treat their employees “like family” and that because they have “done so many things for their employees, the employee will never sue them.” I can assure you that this same belief is shared by all business owners, from all industries.